

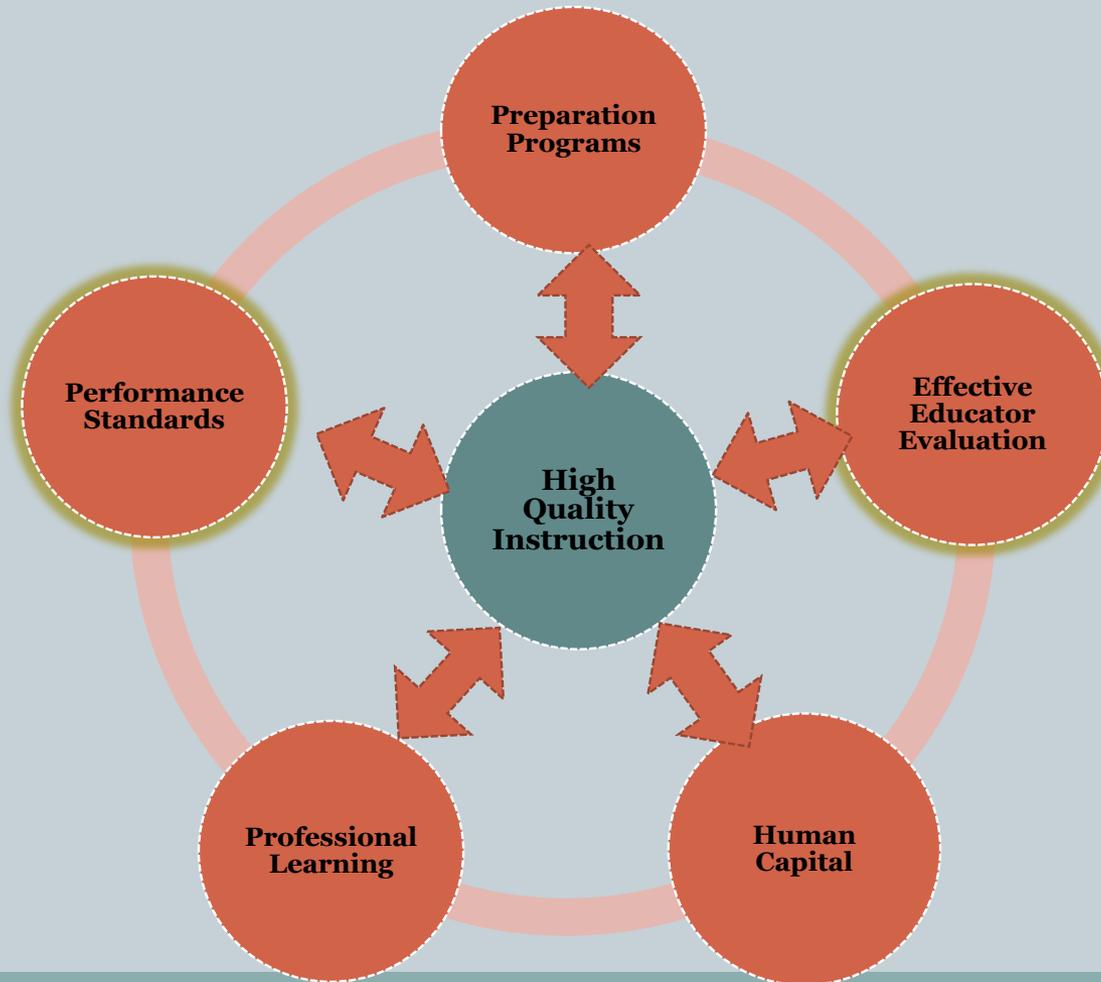
Educator Effectiveness Project for Public Education



Presentation to
Utah Educator Effectiveness Advisory
Committee
September 16, 2011

Educator Effectiveness Project

2010 - 2011



Major Project Accomplishments 2010-2011



- Established the Utah Educator Effectiveness Advisory Committee
- Consulted with national experts
- Produced the Utah Effective Teaching Standards and Continuum of Teacher Development
- Produced the Utah Educational Leadership Standards and Rubrics
- Adopted R277-530. Utah Effective Teaching and Educational Leadership Standards
- Adopted R277-531. Public Education Evaluation Requirements (PEER)
- Updated major statewide groups on progress (Dean's Council, UTEAAC, Curriculum Directors, HR Directors, UAESP, UASSP, State Board of Education, Charter Schools, UEA, PTA, UCEL, UATE)

Utah Effective Teaching Standards



The Standards:

- Describe effective teaching in Utah (R277-530)
- Align with InTASC Standards (July 2011)
- Describe skills and knowledge needed to teach the Common Core
- Form the basis for teacher evaluation within LEA systems
- Form the basis for CAEP content area evaluation
- Guide priorities for preparation programs

Continuum of Teacher Development



The Continuum:

- Includes categories ranging from the most basic to the highest levels of teaching skill attainment
- Describes an increase in teaching skill with increased knowledge, experience.
- May be used for many formative activities (mentoring, coaching, intervention, professional development, and remediation)
- May not be used for summative purposes

Utah Educational Leadership Standards



The Standards:

- describe effective educational leadership practice in Utah.
- align with ISLLC Standards.
- form the basis for educational leader evaluation within LEA systems.
- form the basis for professional development decisions at the state and local levels.
- guide priorities for preparation programs.

Leadership Rubric



The Rubric:

- describes levels of leader development from the highest levels of professional attainment to the most basic levels.
- creates an expectation of progress over time.
- guides formative activities (mentoring, coaching, intervention, professional development, and remediation)
- is not a tool for summative purposes
- guides preparation program development



**State Board Rule
R277-530**

*Utah
Effective
Teaching
and
Educational
Leadership
Standards*

This rule establishes statewide effective teaching standards for Utah public education teachers and statewide educational leadership standards for Utah public education administrators.

USOE will use the Standards:

- to ensure the implementation of the Utah Common Core.
- as the basis for an educator effectiveness system and tiered-licensing system.
- as the basis for a model educator evaluation system for use by LEAs.

LEAs will use the Standards:

- as the basis for policies to support implementation of the standards.
- as the basis for professional learning plans and experiences.
- as the basis for formative and summative educator evaluation systems.
- to support the development of a collaborative professional culture.

R277-531. Public Educator Evaluation Requirements



SEA Evaluation Trends

- One state-wide model for all LEAs
- District systems with SEA required parameters
- Elective state-level system

Framework Development

- Educator Effectiveness Advisory Committee
- Western States (AZ, CO, NV, UT)
- West Ed./SWCC



State Board Rule R277-531

Public Educator Evaluation Requirements (PEER)

This rule provides a statewide educator evaluation system framework that includes required Board directed expectations and components and additional LEA determined components and procedures.

LEA educator evaluation system:

- is based on rigorous educator performance standards aligned with R277-530.
- establishes and articulates performance expectations for all licensed LEA educators.
- includes valid and reliable measurement tools including observations of instructional quality, evidence of student growth, parent and student input, and other indicators determined by the LEA.
- provides a summative yearly rating of educator performance using uniform statewide terminology and definitions.
- aligns all related LEA policies, as necessary, to be consistent with the LEA Educator Evaluation System.
- includes summative and formative components, valid and reliable tools, a variety of measurement tools, differentiated methodologies for measuring student growth for educators in subject areas for which standardized tests are available and for educators in subject areas for which standardized tests are not available, and evaluation for non-instructional licensed teachers and administrators.



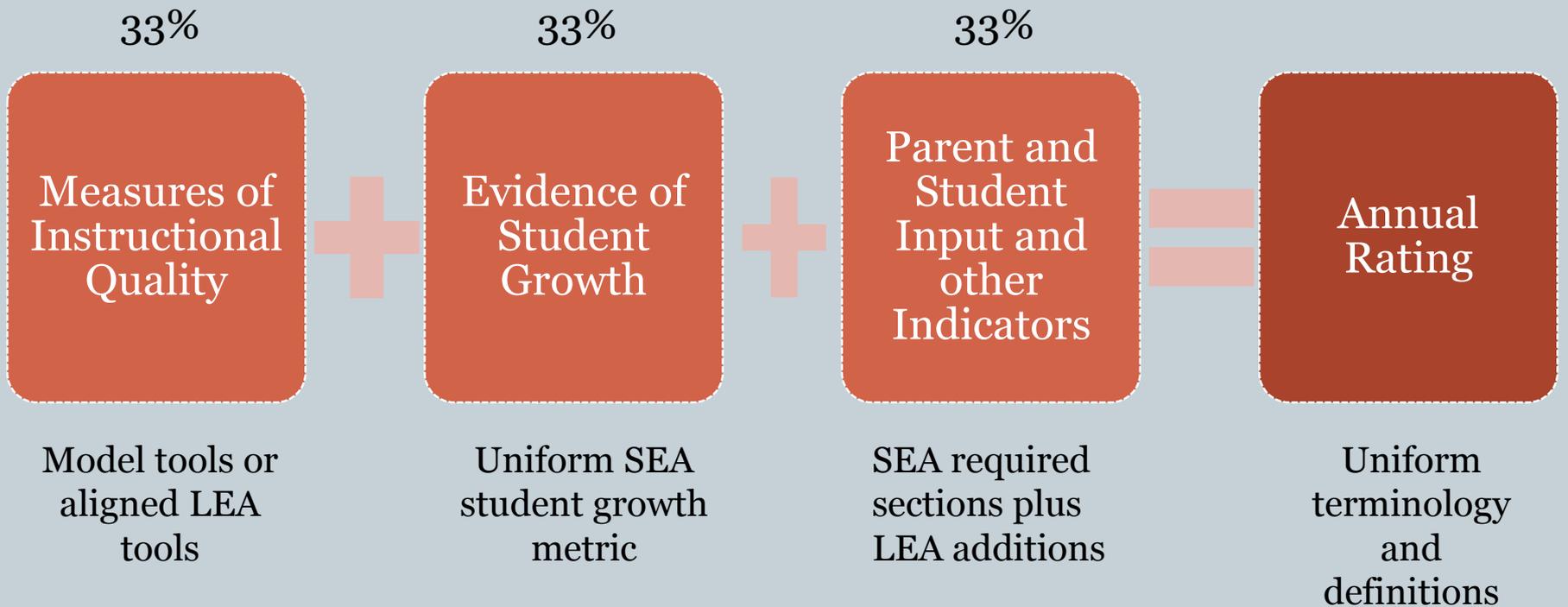
State Board Rule R277-531

Public Educator Evaluation Requirements (PEER)

The Board/USOE:

- establishes a State evaluation advisory committee for ongoing review and support. The committee will analyze LEA evaluation data for reporting, assessing instructional improvement, and assessing student achievement.
- reviews required evaluation components regularly and evaluates their usefulness in providing a consistent statewide framework for educator evaluation, instructional improvement, and commensurate student achievement.
- reviews LEA educator evaluation plans for alignment with Board requirements.
- develops a model educator evaluation system that includes performance expectations.
- develops and recommend tools and measures for use by LEAs as they develop and initiate their local educator evaluation systems.
- Provides professional development and technical support to LEAs to assist in evaluation procedures and to improve educators' ability to make valid and reliable evaluation judgments.

Summative Educator Evaluation Model



Evidence of Student Growth



Timelines – R277-531



- Establish LEA Committee by Oct. 2011
- Begin review of current system 2011
- Yearly effectiveness data in UCA
- Implementation by 2013-2014
- Student growth - 2015

2011 – 2012 Timeline

September 2011-January 2012

- Utah Educator Evaluation Summit
- Higher Education Program Standards Work Group
- Measurement Tools Work Groups, Teaching and Leadership
- Student Growth Work Group
- Preparation Program Review Process
- Develop alignment documents with Common Core

January 2012-June 2012

- Professional Development Work Group
- Regional Professional Development and Program Development
- Validate Model
- Establish Educator Evaluation Advisory Committee
- Develop plan for ongoing system evaluation

Communication Plan



Communicate with:	When:	Expected Outcome:
Utah Council of Deans	Monthly meetings	Conduit to faculty members
Utah TEAC	Monthly meetings	Ensure standards used in prep. Programs
Website	Ongoing	Make information accessible
National Board Coalition	Ongoing	Ensure updated information
EYE Coordinators	At regular meetings	Support beginning teachers
LEA Focus Groups	Regional schedule	Get feedback, orient
Service Center Governing Boards	By appointment	Keep them updated
TV Clip for the public	Spring 2012	Introduce the community
UASCD	Conference	Broaden understanding among teachers and administrators

Communication Plan, Continued



Communicate with:	When:	Expected Outcome:
Webinars		Actions to support LEAs
Explainer Video	Now	Introduce Educator Evaluation
Website Links	Ongoing	Make information accessible
Rural Schools Conference		Organizations provide link to USOE web site
Special Education Teachers	Regularly	 Raise awareness of program
Create Guides	As soon as projects are complete	 Help all educators to better understand
Meet with content area groups	By appointment at regular scheduled meetings	 Keep them updated
Legislative interim committee	Videos, links, guides	 Increase support

Educator Effectiveness Project-Professional Development Plan Advisory Committee – September 2011



What	Who	When	Purpose

Thank you for your help and support!

Next Meeting

April 22, 2012

